

EQUILEAP GENDER SCORECARD 2019

The Equileap™ Gender Scorecard is inspired by the UN's Women Empowerment Principles. For each gender lens criteria a question has been defined, and a data point has been identified to answer the question. Last, a score and weighting has been allocated to the individual question to reflect that some criteria may be more important for furthering Gender Equality than others.



EQUILEAP CRITERIA	DEFINITION
A GENDER BALANCE IN LEADERSHIP & WORKFORCE	
1 Board of Directors	>Gender balance of the company's board of directors and non-executive board (or supervisory board)
2 Executives	>Gender balance of the company's executives and executive board
3 Senior Management	>Gender balance of the company's senior management
4 Workforce	>Gender balance of the company's employee workforce
5 Promotion & Career Development Opportunities	>Ratio of each gender in senior management compared to ratio of each gender in the workforce
B EQUAL COMPENSATION & WORK LIFE BALANCE	
6 Living Wage	>Commitment to pay a living wage to all employees, even in those countries that do not legally require a minimum wage
7 Gender Pay Gap and Equal Pay	>Transparency on the gender pay gap, commitment to close it and to provide comparable wages for comparable work
8 Parental Leave	>Paid leave programs (at least 2/3 paid) for child care to both primary or secondary carers globally or at least in the country of incorporation
9 Flexible Work Options	>Option to employees to control and or vary the start and end times of the work day, and or vary the location from which employees work
C POLICIES PROMOTING GENDER EQUALITY	
10 Training and Career Development	>Commitment to ensure equal access to training and career development to both men and women
11 Recruitment Strategy	>Commitment to ensure non-discrimination against any type of demographic group and equal opportunities to ensure gender parity
12 Freedom from Violence, Abuse and Sexual Harassment	>Prohibits all forms of violence in the workplace, including verbal, physical and sexual harassment
13 Safety at Work	>Commitment to the safety of employees in the workplace, in travel to and from the workplace and on company related business, as well as safety of vendors in the workplace
14 Human Rights	>Commitment to ensure the protection of human rights, including employees' rights to participate in legal, civic and political affairs
15 Social Supply Chain	>Commitment to reduce social risks in its supply chain such as forbid business related activities that condone, support, or otherwise participate in trafficking, force and child labour or sexual exploitation
16 Supplier Diversity	>Commitment to ensure diversity in the supply chain, including support for women owned businesses in the supply chain
17 Employee Protection	>Systems and policies for the reporting of internal ethical compliance complaints without retaliation or retribution, such as access to confidential third-party ethics hotlines or systems for confidential written complaints
D COMMITMENT, TRANSPARENCY & ACCOUNTABILITY	
18 Commitment to Women's Empowerment	>Recognition and commitment to ensuring women's empowerment in the workplace
19 Audit	>Undertaken and awarded an independent gender audit certificate by an Equileap recognized body
E ALARM BELLS	
Companies are also monitored for unethical business practices. We register if a company has a record of any of the following:	
>A legal judgement or official ruling regarding gender discrimination or sexual harassment against the company or an employee	
>Two or more legal cases, or one class action that have been settled against a company or an employee regarding gender discrimination or sexual harassment	
>Two or more legal judgements or official rulings regarding gender discriminatory practices in a company's marketing and advertising	